

**EXHIBIT 1376 TO
CISNEROS DECLARATION IN
SUPPORT OF PLAINTIFFS'
SUPPLEMENTAL MOTION FOR
CLASS CERTIFICATION
[ECF NO. 148-2]
REDACTED VERSION**

From: Felicia Albright (falbright@apple.com)
 To: Mete Nadir (mnadir@apple.com)
 CC: Rob York (york@apple.com), David Alvarez (david.alvarez@apple.com)
 BCC:
 Subject: Re: [REDACTED]
 Attachments:
 Sent: 12/22/2010 12:50:20 PM -0800 (PST)

The dial in [REDACTED]

Felicia Albright

On Dec 22, 2010, at 11:45 AM, Mete Nadir <mnadir@apple.com> wrote:

Felicia,

Do you mind putting the dial in number on the 'notes' field of iCal?

Currently it is under the location field and the numbers are truncated on the invitation and I have not been able to figure out how to get all the numbers out.

Thanks

Mete

On Dec 22, 2010, at 11:19 AM, Felicia Albright wrote:

Hello Rob and Mete,

I sent over a dial in number and passcode.

Talk to you at 1:00 pm

Felicia

On Dec 22, 2010, at 6:48 AM, Rob York wrote:

OK. Call my cell at 1PM.

Thanks,
 Rob

On Dec 22, 2010, at 2:15 AM, David Alvarez wrote:

Mete - 1PM will work for us.

Rob- Will that work for you? If so, I will call your cell.

I'll book a conference once Rob has confirmed.

Thanks,

David

On Dec 21, 2010, at 10:26 PM, Mete Nadir wrote:

I am open anytime between 1 to 4 tomorrow shall we go for 1 pm?

Do we need a conference number?

Thanks

Mete

On Dec 21, 2010, at 9:15 PM, David Alvarez <david.alvarez@apple.com> wrote:

Mete,

I can be free after 10:30AM tomorrow as I have Forest's staff meeting at 9AM. Please let us know what time works best for you and we can work around it.

Thanks,

David

On Dec 21, 2010, at 9:12 PM, Rob York wrote:

Probably. I haven't finalized my plans for tomorrow. Please suggest some times that would work.

Thanks,
 Rob

On Dec 22, 2010, at 12:08 AM, David Alvarez wrote:

Hi Rob,

Sorry to bug you on your vacation. Is it possible to get on a call tomorrow to finalize [REDACTED] offer numbers?

Let me know.

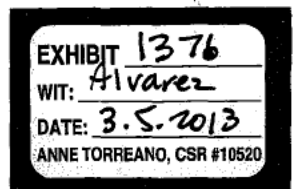
Thanks,

David

Begin forwarded message:

From: David Alvarez <david.alvarez@apple.com>
 Date: December 20, 2010 12:22:06 AM PST
 To: Rob York <york@apple.com>
 Cc: Felicia Albright <falbright@apple.com>, Kirsten Haithcox <haithcox@apple.com>
 Subject: Re: [REDACTED]

Rob,



We will go back and review internal equity again and come up with a new proposal for your review.

Keep in mind, the market is not the same as it was 6-12 months ago. We have been seeing candidates with multiple aggressive offers since July.

[REDACTED] This is a different market. This is due to the market changing. This will most likely create an internal comp issue with current employees.

When we go through these market cycles, this is the time where the power starts to shift to the candidate vs the employer. Just as a data point, Google gave its employees a 10% increase to deal with the aggressive offers out in the market.

I have copied Kirsten on this email as I have already spoken with Chris and his team about the market changing.

Thanks,
David

Sent from my iPhone 4

On Dec 19, 2010, at 11:45 PM, Rob York wrote:

I am on vacation this week. You can call me on my cell, though most of Monday will be airborne.

I did talk to Mete on the 17th. His take is that we have been finding as good or better candidates for much more reasonable salaries. The issue is that [REDACTED] is a manager now, but would be coming into an IC role in Apple.

Thanks.

Rob

On Dec 19, 2010, at 9:56 PM, David Alvarez wrote:

Hi Rob,

Can we chat live about this? Please let me know what time slot you have available tomorrow and I will be there.

Thanks.

David

On Dec 17, 2010, at 12:37 PM, Rob York wrote:

I am not willing to go so high of a salary when compared to his peer group.

We can generate a fair offer within the average of the [REDACTED]

Sent from my iPhone

On Dec 17, 2010, at 11:10 AM, Felicia Albright
<falbright@apple.com> wrote:

Hi Rob,

I had our Relocation department do a cost of living assessment. Currently [REDACTED] is at a base salary of 110K in Troy, Michigan. The cost of living analysis showed a differential of 44.4% when compared to the Bay Area. If we were to adjust for that accordingly, his base salary would be approximately [REDACTED]. In researching your team's current average thought [REDACTED] was the highest we could possibly go on base. I'm tipping with the [REDACTED]

Thanks,

Felicia

On Dec 16, 2010, at 2:03 AM, Rob York wrote:

[Redacted]

Thanks,

Rob

On Dec 16, 2010, at 1:34 PM, Felicia Albright wrote:

Hello Rob,

Mete would like to extend an offer to [Redacted] for a Mechanical Supplier Quality Engineer position. You interviewed [Redacted] over the phone last week. His resume is attached.

My compensation recommendation for [Redacted] is a base compensation of [Redacted]. Please let me know if you approve of this offer.

Thanks, Felicia

[Redacted]
Resume_10_25_10.doc

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